



Policy: 2012  
Chapter: Human Resources  
Rule: Sexual Harassment

Effective: 03/29/07  
Replaces: 2012  
Dated: 04/03/02

A.R.S.	A.C.A.	A.A.C
A.R.S. § 41-2804, 41-762, 41-763	3-JTS-1C-01,18,23	R2-5-104,-501, R2-5-701,-702, R2-5-801,-802,-803

The Arizona Department of Juvenile Corrections (ADJC) supports the state mandate to maintain a work environment free of sexual harassment for all persons regardless of gender or sexual orientation. Sexual harassment, whether verbal, physical, visual, or environmental, is unacceptable.

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Michael D. Branham, Director

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**Definitions:**

**Sexual harassment** - unsolicited and unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or visual conduct of a sexual nature that occurs under any of three circumstances:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of employment;
2. Submission to or rejection of such conduct by an employee is used as a basis for employment decisions affecting the employee; or
3. The conduct has the purpose or effect of substantially interfering with an employee's work performance or creating an intimidating, hostile, or otherwise offensive working environment.